

HCSD Board Members:

Brian Lynch, Pres., Michael Buck, VP,
Mark Brinthaup, Warren Conklin, Mary Anne Holleran,
James Jacobus, John Lively, Ruth Miller, Pamela Strollo,
And Student Rep. Kaitlyn O'Malley or Alternate Claire Blaney

Central Administrative Team:

Ralph Marino, Jr., Ed.D., Superintendent
Alice Learn, Assistant Superintendent
Judy Christiansen, Human Resources, Dir.
Kim Williams, Student Servs. Director

**HORSEHEADS CENTRAL SCHOOL DISTRICT
BOARD OF EDUCATION
H.R. Committee
November 9, 2011
3:30 p.m.
Superintendent's Conference Room**

MINUTES

Pledge of Allegiance

1. **CALL TO ORDER**
Chair Mark Brinthaup called the meeting to order at 3:31.

2. **ROLL CALL OF THOSE IN ATTENDANCE**
Members Mark Brinthaup, Chair, Pam Strollo, John Lively, Judith Christiansen, CO Rep. were in attendance.

3. **DISCUSSION ITEMS**
 - 3.1 H.R. Recommendations for 11/17/11 BOE Meeting
Recommendations were reviewed and approved as presented for the November 17 Board meeting.

 - 3.2 Tentative Agreement
The tentative agreement between the District and the Mechanics was reviewed. The agreement will go to the Board for approval at its November 17 meeting.

 - 3.3 Retirement Incentive
The Committee reviewed information relative to the Retirement Incentive. From the initial analysis done by Mrs. Christiansen, it appears that the savings threshold established by the Board has been met. The committee discussed the possibility of an insurance buy-out for retirees as well as a second mid-year incentive for District employees.

4. **GOOD OF THE ORDER**
There were no items for good of the order

5. **EXECUTIVE SESSION**
Mrs. Christiansen updated the Committee on personnel items and on negotiations.

6. **ADJOURNMENT**
The meeting was adjourned at 4:02 p.m.